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PENNSYLVANIA

SURVEY OF NON-WHITE EMPLOYEES IN STATE GOVERNMENT

Prepared by
Joseph W. Strutt
Director of Research

PENNSYLVANIA
HUMAN RELATIONS COMMISSION

Department of Labor and Industry
1401 Labor and Industry Building
Harrisburg, Pennsylvania

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DOCUMENTS SECTION

SURVEY OF NON-WHITE EMPLOYEES IN STATE GOVERNMENT

The Preamble to the Governor's Code of Fair Practices, issued December 24, 1961, states in part ". . . it is held that every individual is entitled to respect and the opportunity to compete for a place in our society, on the basis of individual capacity and ability."

With respect to the State government personnel, Article 1 of the Code mentions the fact that "State officials and employees shall recruit, appoint, assign, promote and discharge personnel on the basis of ability and fitness, without regard to race, color, religious creed, ancestry, age, national origin or sex."

Purpose of the Survey

In order to implement the Code of Fair Practices, the Pennsylvania Human Relations Commission, which is concerned with discrimination in employment, housing, public accommodations, and higher education, recently conducted a survey of 34 State agencies to get a statistical picture of non-white employees in State government. These figures relate to persons employed on September 1, 1962. The purpose of this first survey was not to uncover instances of specific discrimination or to determine if a quota system in the hiring process was being applied, but rather to find out how many non-whites are working for the State of Pennsylvania, in what agencies they are employed, and in what types of employment. Since this is the first survey of its kind in Pennsylvania, in addition to the overall State figures, each agency will receive a statistical breakdown listing the number of non-whites working in the agency, the specific job each non-white is holding, and the total number of employees in each job category as well as the total number of employees in the agency. It is hoped that such a departmental breakdown will enable each agency head to see where he stands with respect to his staff, and to determine if there is a need for improvement with respect to maintaining a well-balanced work force.

Methodology

Before conducting the actual survey, certain preliminary arrangements were necessary in order to expedite the orderly and accurate accumulation of the required statistical data. At the re-

quest of the Commission, the Governor instructed each agency head to select a liaison officer who would be responsible for cooperating with the staff of the Commission in providing the survey data. An Employee Questionnaire, confidential in nature, was prepared for use by the agency liaison officer in obtaining the statistical information desired. Two memoranda were sent to each liaison officer by the Research Division of the Commission, one requesting that the employee questionnaire be completed on each non-white employee by his immediate supervisor, and the other asking for a statistical breakdown covering every job classification in the agency. No form was developed for the latter report but it was stressed that the actual payroll title, and not the working title, was preferred so that there would be uniformity in tabulating the job classifications. A reproduction of the Employee Questionnaire is shown below:

CONFIDENTIAL

(Please print or type answers)

EMPLOYEE QUESTIONNAIRE

1. Name of Employee .....
2. Where Employed (department, section, bureau, etc.) .....

   .....
3. Present Job Title a. Payroll..... b. Working.....
4. Date of Appointment to this position .....
5. Is Job Civil Service? Yes ..... No .....
6. Is Job Supervisory
   a. No. of employees supervised .....
   b. Occupational breakdown of those supervised
      1. Clerical and Sales .....4. Unskilled....
      2. Professional and Managerial .....5. Other .....
      3. Technical .....
7. Annual Salary

Upon receipt of the questionnaires from the agencies included in the survey, the information was transferred to vertical columns, listing the following data for tabulation:

Name of Agency	Is Job Civil Service
Name of Employee	Is Job Supervisory
Where Employed	Annual Salary
Job Title	Total No. Employees in the Job Classification
Date Appointed	

Statistical Data Translated Into Tables

From the tabulated information provided in the Employee Questionnaire regarding non-white employees, and the Job Classification report covering all employees, four tables were prepared as follows:

1. Table I—Non-White and Total Employees by Agency
2. Table II—Distribution of Non-Whites by Date of Hire
3. Table III—Occupational Composition of Non-White and All Employees
4. Table IV—Distribution of Money Income Among Non-White Employees

Each table and an analysis of its content follows:

TABLE I

Non-White and Total Employees by Agency

Agency	*Non-White*	*Total*	*% Non-White of Total*
Agriculture	10	490	2.0
Auditor-General	24	598	4.0
Banking	4	200	2.0
Board of Parole	43	255	16.9
Civil Service Commission	2	112	1.8
Commerce	2	108	1.9
Fish Commission	0	282	0.0
Forests and Waters	15	679	2.2
Game Commission	1	613	0.2
General State Authority	10	389	2.6
Health	427	3,951	10.8
Highways	463	18,807	2.5
Historical and Museum Commission	2	148	1.4

Agency	*Non-White*	*Total*	*% Non-White of Total*
Insurance	6	185	3.2
Internal Affairs	5	147	3.4
Justice	58	2,370	2.4
Labor and Industry	676	7,335	9.2
Liquor Control Board	808	5,156	15.7
Military Affairs	9	485	1.9
Milk Control Commission	0	74	0.0
Mines, Mineral Industries	0	195	0.0
Office of Administration	11	88	12.5
Property and Supplies	283	1,629	17.4
Public Instruction	130	4,134	3.1
Public Utility Commission	3	372	0.8
Public Welfare	2,838	24,568	11.6
Revenue	347	4,213	8.2
Department of State	8	114	7.0
State Police	9	2,609	0.3
State Public School Building Authority	2	115	1.8
State Tax Equalization Board	1	45	2.2
Treasury	9	396	2.3
Turnpike Commission	18	1,466	1.2
TOTALS	6,224	82,308	7.6

The above figures account for the employees working in all the executive departments of the State government, including boards, commissions and authorities. There are 34 in the State with the Bureau of Correction included with the Department of Justice. The Legislative and Judicial branches are not included in this survey. There are 6,224 non-white employees working in 31 of the 34 agencies, with three of them reporting no non-white employees. Of the 82,308 employees working in these 34 agencies, 7.6% are non-white. Six of these agencies account for 4,410 of the 6,224 non-white employees, or slightly more than two-thirds. The Department of Public Welfare employs the highest number, or 2,838, with the Liquor Control Board next highest, 808. The three agencies that have no non-white employees have a total complement of only 551 employees, which is less than 1% of the total employees in these 34 agencies. Although 6 of these agencies have more than 10% non-whites in their employ, 6 report less than 1%, and 25 less than the State Average of 7.6%.

TABLE II

Distribution of Non-Whites a/c to Date of Hire

	Male	*Female*	*Total*
1926	1	1	2
1927	0	1	1
1930	3	0	3
1932	0	2	2
1934	1	0	1
1935	1	0	1
1936	3	1	4
1937	4	1	5
1938	2	3	5
1939	3	1	4
1940	3	2	5
1941	6	3	9
1942	9	6	15
1943	7	2	9
1944	3	8	11
1945	7	14	21
1946	13	11	24
1947	14	11	25
1948	24	37	61
1949	36	35	71
1950	43	42	85
1951	57	38	95
1952	52	48	100
1953	77	70	147
1954	53	45	98
1955	130	89	219
1956	211	242	453
1957	206	238	444
1958	217	234	451
1959	202	222	424
1960	468	569	1,037
1961	616	542	1,158
1962	662	572	1,234
TOTALS	3,134	3,090	6,224

Of the 6,224 non-whites working for the State, they are about evenly divided among male and female. According to this survey, the first non-white employed at the time of the study began working for the State in 1926. From 1926 to 1955—a period of 29 years —804 or 13% of the present staff of 6,224 non-whites were hired by the State. The remaining 5,420 or 87% were hired after 1955,

over a period of only 7 years. The survey shows that State government has been making considerable progress in the area of fair employment practices both in hiring and promoting non-whites as indicated by the fact that approximately 87% of the present non-white employees were hired since 1955 when the Fair Employment Practice Act was adopted.

TABLE III

Occupational Composition of Non-White and Total Employees

	Non-White	*Total*	*% Non-White of Total*
1. *Professional, Technical, Managerial* (accountants & related administrative officers, engineers, architects, instructors, attorneys, caseworkers, physicians, counselors, managers, nurses, public assistance professional workers, etc.)	1,656	20,173	8.2%
2. *Clerical and Sales* (adding & addressing machine operators, clerks, clerk-typists, stenographers, duplicating machine operators, key punch operators, liquor store clerks, officer collectors, stock clerks, storekeepers, tabulating machine operators, transcribing machine typists, field investigators, building inspectors, etc.)	2,035	21,675	9.4%
3. *Service Workers* (chauffeurs, custodial guides, dormitory supvrs., fire marshals, housekeepers, kitchen supvrs., maids, messengers, nursing assistants, security officers, state police, tour guides, cadets, etc.)	2,104	4,038	52.1%
4. *Agricultural, Marine, Forestry* (dairymen, deckhands, fishery, game, nursery, plant control, poultry, waterfowl & wildlife workers, foresters, orchardists, seed analysts, swineherdsmen, truck gardeners, etc.)	2	731	less than 1%

	Non-White	Total	% Non-White of Total
5. *Skilled Workers* (bakers, barbers, beauticians, blacksmiths, cooks, carpenters, draftsmen, electricians, florists, masons, automotive equipment workers, machinists, mechanics, meat cutters, painters, plasterers, plumbers, printers, radio operators, seamstresses, stationary engineers, steamfitters, upholsterers, welders, etc.)	84	6,817	1.2%
6. *Semi-Skilled Workers* (helpers, assistants, trainees, all-types; visual insptrs., attendants, custodial, guard & laundry supvrs.; egg insptrs., elevator operators, groundskeepers, highway foremen, housemothers, etc.)	30	6,347	less than 1%
7. *Unskilled Workers* (attendants, charwomen, custodial workers, dishwashers, farm, food service & laundry workers; guard attendants, laborers, all classifications; paper cutters, sewing room attendants, window washers, etc.)	313	22,527	1.4%
TOTALS	6,224	82,308	7.6%

A study of the above table shows that 5,795, or 93%, of the non-whites in the survey are concentrated in three occupational groupings—professional, clerical and sales, and service—with somewhat more in the service category than in the other two. Fifty-two percent, or 40,091, of the white employees are concentrated in these same three groupings, but almost equally divided within the professional, and clerical and sales classifications.

In the skilled trades, which traditionally have not been open to non-whites, only 84, or 1.2% of the total employees in this classification are non-white. However, although non-whites are usually found in large numbers in occupations lowest in the socio-economic scale—the unskilled category—our survey reports less than 2% of these jobs are held by non-whites.

In the service worker category, the jobs are almost equally divided, with 52% or 2,104 of the total of 4,038 employees in the State being non-white.

TABLE IV

Distribution of Money Income Among Non-White State Employees

Income	*Male*	*Female*	*Total*
$ 1,500– 1,999	7	10	17
2,000– 2,999	387	831	1,218
3,000– 3,999	1,331	1,634	2,965
4,000– 4,999	778	372	1,150
5,000– 5,999	280	205	485
6,000– 6,999	145	84	229
7,000– 7,999	70	16	86
8,000– 8,999	30	5	35
9,000– 9,999	16	1	17
10,000–14,999	17	1	18
15,000–19,999	3	0	3
20,000	1	0	1
TOTAL	3,065	3,159	6,224

There are 160 employees in the $7,000-and-over grouping who hold responsible professional, technical and administrative jobs, many of them supervisory in nature. The following are some of the positions held by these employees:

College president; college instructors, assistant, associate and full professor, institutional business managers; plant maintenance, sanitary, bridge design, and civil engineers; administrative officers and assistants; employment security specialists, managers, and appeals referees; workmen's compensation referees; statisticians; accountants; budget examiners; management analysts; rehabilitation and employment counselors; guidance specialists and teacher education directors; educational research and statistics specialists, chemists; clinical psychologists and assistants; occupational therapists; physicians; psychiatrists; supervisors and superintendents; personnel technicians; attorneys; public health nursing consultants; senior research fellows; State department secretary.

The National and the State Picture with respect to Negro Employment

Of the 6,224 non-white employees working for the State of Pennsylvania, 2,836, or approximately 46%, are covered under some form of Civil Service. 1.384, or about 22%, are working in a supervisory capacity.

On a percentage basis, the Federal Government reported that, at the end of the 1961-1962 fiscal year, 13% of Federal job holders were Negro. Although our survey includes some non-whites other than Negroes, the number is negligible and would not affect the percentage total to any great extent. It can be safely reported, therefore, that approximately 7.6% of the 82,308 employees in State government at the completion of this survey were Negro.

The Federal government has also reported that opportunities for Negroes have improved sharply during the past year. This has also been true in the State of Pennsylvania. In 1960 there were 1,037 hired, in 1961 there was an increase of 121 to a total of 1,158 and in 1962 a total of 1,234 was hired, or an increase of 76 over 1961. Although the increases in non-white employment in Pennsylvania State Government are gradual, it is encouraging to note that individuals are being hired more and more on the basis of ability to do the job without regard to race, color, creed or national origin.

SECOND

Survey of Non-White Employes In State Government In Pennsylvania

Pennsylvania Human Relations Commission
Department of Labor and Industry
Commonwealth of Pennsylvania

SECOND SURVEY OF NON-WHITE EMPLOYES IN STATE GOVERNMENT

In 1962 the Pennsylvania Human Relations Commission conducted a survey of non-white employes in state government.

This survey was designed to obtain a statistical breakdown of non-white and total employes in 34 agencies of the Executive Branch of the Commonwealth. The Legislative and Judicial branches were not included in the survey. Such a study had never been made before in Pennsylvania. The Commission was interested in knowing how many non-white persons were employed by the Commonwealth, how they were located with respect to the 34 agencies included in the report, and what the job classification was in which each employe was functioning. The date on which employes were counted for that survey was September 1, 1962.

The Commission's second survey of non-white employes in state government in Pennsylvania has been completed. The survey covered persons working as of January 31, 1965, and is identical to the first survey in the manner in which it was conducted. The second survey used the same employe questionnaire forms and Commission memoranda forms for obtaining the statistical information desired.

Four statistical tables have been prepared from the data received in the employe questionnaire forms submitted on each non-white employe, and are included in this report. For comparison purposes, these tables also incorporate data from the report on the 1962 survey. The four tables are as follows:

Table I—Non-White and Total Employes by Agency

Table II—Distribution of Non-Whites by Date of Hire

Table III—Occupational Composition of Non-White and All Employes

Table IV—Distribution of Money Income Among Non-White Employes

These tables and an analysis of the contents of each are set forth on the following pages.

TABLE I

Non-White and Total Employes by Agency

Agency	Non-White		Total		% Non-White of Total	
	1962	1965	1962	1965	1962	1965
Agriculture	10	6	490	479	2.0	1.2
Auditor General	24	27	598	701	4.0	3.8
Banking	4	3	200	178	2.0	1.7
Board of Parole	43	44	255	271	16.9	16.2
Civil Service Commission	2	5	112	126	1.8	4.0
Commerce	2	15	108	144	1.9	10.4
Fish Commission	0	0	282	245	0.0	0.0
Forests and Waters	15	13	679	1,174	2.2	1.1
Game Commission	1	1	613	763	0.2	0.1
General State Authority	10	16	389	553	2.6	2.9
Health	427	421	3,951	3,159	10.8	13.3
Highways	463	384	18,807	16,977	2.5	2.2
Historical and Museum Commission	2	2	148	158	1.4	1.2
Insurance	6	3	185	136	3.2	2.2
Internal Affairs	5	3	147	141	3.4	2.1
Justice	58	70	2,370	2,303	2.4	3.0
Labor and Industry	676	684	7,335	6,616	9.2	10.3
Liquor Control Board	808	751	5,156	4,814	15.7	15.6
Military Affairs	9	9	485	453	1.9	2.0
Milk Control Commission	0	1	74	63	0.0	1.6
Mines, Mineral Industries	0	1	195	254	0.0	0.4
Office of Administration	11	6	88	115	12.5	5.2
Property and Supplies	283	282	1,629	1,549	17.4	18.2

Agency	Non-White 1962	Non-White 1965	Total 1962	Total 1965	% Non-White of Total 1962	% Non-White of Total 1965
Public Instruction	130	213	4,134	5,173	3.1	4.1
Public Utility Commission	3	3	372	371	0.8	0.8
Public Welfare	2,838	3,222	24,568	27,829	11.6	11.6
Revenue	347	333	4,213	4,124	8.2	8.1
Department of State	8	11	114	226	7.0	4.9
State Police	9	14	2,609	2,629	0.3	0.5
State Public School Building Authority	2	1	115	85	1.8	1.2
State Tax Equalization Board	1	0	45	44	2.2	0.0
Treasury	9	12	396	359	2.3	3.3
Turnpike Commission	18	32	1,466	1,453	1.2	2.2
TOTAL	6,224	6,588	82,308	83,665	7.6	7.9

There were 6,588 non-whites employed as of January 31, 1965, or an increase of 364 over the number employed as of September 1, 1962. In 1962, three agencies reported no non-white employes whereas in 1965, two agencies had no non-white employes.

The *total* number of employes working as of January 31, 1965 was 83,665 or an increase of 1,357. The number of non-white employes increased in 1965 by 364, from 6,224 to 6,588. The % increase of non-white employes to total employes was .3%, from 7.6% to 7.9%.

The Department of Welfare, which has by far the highest number of total and non-white employes, has shown an increase in its total complement of 3,261 (approximately 3%). This department also employs the largest number of non-whites—2,838 in 1962 and 3,222 in 1965, or an increase of 384. However, the percentage of non-whites to total employes in 1962 and 1965 is approximately the same—11.6%.

The Department of Highways, which had 16,977 employes as of January 31, 1965, or a decrease of 1,830 from 1962, employed 384 non-whites in 1965 as against 463 in 1962, or a decrease of 79. The percentage of non-white to total employes in 1962 was 2.5%, and in 1965, 2.2%.

Approximately 95% (6,290) of the total non-whites (6,588) are working in only 8 of the 34 agencies—Public Welfare, Liquor Control Board, Labor and Industry, Health, Highways, Revenue, Property and Supplies, and Public Instruction.

* * *

Table II shows the distribution of non-white employes according to the year in which they were hired or promoted to their present positions. Of the 6,224 non-white employes included in the first survey, 5,420 or approximately 87% showed a date of hire subsequent to 1955—the year of passage of the Pennsylvania Fair Employment Practice Act. Of the 6,588 non-white employes in the second survey, 6,078 or approximately 92% showed a date of hire in their present positions subsequent to 1955. Both surveys indicated that, by far, most of the non-whites working for the Commonwealth in 1962 and in 1965 were either hired or promoted to their current positions since the enactment of the state's FEPC law.

TABLE II

Distribution of Non-Whites a/c to Date of Hire

	Male		*Female*		*Total*	
	1962	*1965*	*1962*	*1965*	*1962*	*1965*
1926	1	1	1	0	2	1
1927	0	0	1	0	1	0
1929	0	1	0	0	0	1
1930	3	2	0	0	3	2
1932	0	0	2	0	2	0
1934	1	0	0	0	1	0
1935	1	0	0	0	1	0
1936	3	2	1	1	4	3
1937	4	4	1	1	5	5
1938	2	1	3	1	5	2
1939	3	3	1	1	4	4
1940	3	3	2	2	5	5
1941	6	6	3	1	9	7
1942	9	3	6	2	15	5
1943	7	2	2	1	9	3
1944	3	3	8	3	11	6
1945	7	5	14	6	21	11
1946	13	9	11	3	24	12
1947	14	14	11	3	25	17
1948	24	18	37	22	61	40
1949	36	26	35	20	71	46
1950	43	18	42	23	85	41
1951	57	40	38	31	95	71
1952	52	33	48	36	100	69
1953	77	44	70	51	147	95
1954	53	34	45	30	98	64
1955	130	83	89	58	219	141
1956	211	118	242	155	453	273
1957	206	103	238	128	444	231
1958	217	106	234	98	451	204
1959	202	98	222	108	424	206
1960	468	215	569	336	1,037	551
1961	616	280	542	269	1,158	549
1962 (To 9/1/62)*	662	303	572	378	1,234	681
1963		675		640		1,315
1964		757		857		1,614
1965 (To 1/31/65)**		172		141		313
TOTALS	3,134	3,182	3,090	3,406	6,224	6,588

* Date of first survey.

** Date of second survey.

TABLE III

Occupational Composition of Non-White and Total Employes

	Non-White		Total		% Non-White of Total	
	1962	*1965*	*1962*	*1965*	*1962*	*1965*
1. *Professional, Technical, Managerial* (accountants & related administrative officers, engineers, architects, instructors, attorneys, caseworkers, physicians, counselors, managers, nurses, public assistance professional workers, etc.)	1,656	1,239	20,173	21,882	8.2%	5.6%
2. *Clerical and Sales* (adding & addressing machine operators, clerks, clerk-typists, stenographers, duplicating machine operators, key punch operators, liquor store clerks, officer collectors, stock clerks, storekeepers, tabulating machine operators, transcribing machine typists, field investigators, building inspectors, etc.)	2,035	2,144	21,675	20,790	9.4%	10.3%
3. *Service Workers* (chauffeurs, custodial guides, dormitory supervisors, fire marshals, housekeepers, kitchen supervisors, maids, messengers, nursing assistants, security officers, state police, tour guides, cadets, etc.)	2,104	1,704	4,038	4,195	52.1%	40.6%
4. *Agricultural, Marine, Forestry* (dairymen, deckhands, fishery, game, nursery, plant control, poultry, waterfowl & wildlife workers, foresters, orchardists, seed analysts, swineherdsmen, truck gardeners, etc.)	2	0	731	1,132	less than 1%	0.0%

	Non-White		Total		% Non-White of Total	
	1962	*1965*	*1962*	*1965*	*1962*	*1965*
5. *Skilled Workers* (bankers, barbers, beauticians, blacksmiths, cooks, carpenters, draftsmen, electricians, florists, masons, automotive equipment workers, machinists, mechanics, meat cutters, painters, plasterers, plumbers, printers, radio operators, seamstresses, stationary engineers, steamfitters, upholsterers, welders, etc.)	84	230	6,817	6,471	1.2%	3.5%
6. *Semi-Skilled Workers* (helpers, assistants, trainees, all-types; visual inspectors, attendants, custodial, guard & laundry supervisors, egg inspectors, elevator operators, groundskeepers, highway foremen, housemothers, etc.)	30	203	6,347	8,014	less than 1%	2.5%
7. *Unskilled Workers* (charwomen, custodial workers, dishwashers, farm, food service & laundry workers; guard attendants, laborers, all classifications; paper cutters, sewing room attendants, window washers, etc.)	313	1,068	22,527	21,181	1.4%	5.0%
TOTALS	6,224	6,588	82,308	83,665	7.6%	7.9%

In the 1962 study, the largest group of non-whites was in the service worker category. In the present study, the largest concentration of non-whites is in the clerical and sales category.

In 1962, 93% of the non-whites (5,795 of 6,224) were concentrated in three occupational groupings: professional; clerical and sales, and service. In the present study, 93% (6,155 of 6,588) are working in four categories: professional, technical and managerial; clerical and sales; service, and unskilled.

On an overall basis, the largest single group of employes in 1962 was in the unskilled category. In 1965, however, the largest category was professional, technical and managerial workers.

Although the total number of professional employes recorded in the present study increased from 20,173 to 21,882 (a gain of 1,709), the number of non-white employes in the professional category dropped from 1,656 in 1962 to 1,239 in 1965 (a decrease of 417). The percentage of non-white employes in this category decreased from 8.2% in 1962 to 5.6% in 1965.

In 1962 there were 84 non-whites working in skilled trades, which traditionally have not been open to non-whites. This was 1.2% of the total (6,817) in that category. In the present study, 230 non-whites, or 3.5% of the total (6,471), were working in skilled trades.

The largest percentage increase of non-white employes was in the unskilled category—from 1.4% to 5.0%, about three and one-half times as large.

The largest percentage decrease of non-white employes was in the service worker category—from 52.1% to 40.6%, a drop of approximately one-fourth.

TABLE IV

Distribution of Money Income Among Non-White State Employes

Income	*Male*		*Female*		*Total*	
	1962	*1965*	*1962*	*1965*	*1962*	*1965*
	7	111	10	4	17	115
$ 1,500– 1,999	387	333	831	526	1,218	859
2,000– 2,999	1,331	1,279	1,634	1,929	2,965	3,208
3,000– 3,999	778	738	372	552	1,150	1,290
4,000– 4,999	280	352	205	219	485	571
5,000– 5,999	145	165	84	116	229	281
6,000– 6,999	70	91	16	41	86	132
7,000– 7,999	30	45	5	9	35	54
8,000– 8,999	16	21	1	8	17	29
9,000– 9,999	17	38	1	6	18	44
10,000–14,999	3	4	0	0	3	4
15,000–19,999	1	1	0	0	1	1
20,000						
TOTAL	3,065	3,178	3,159	3,410	6,224	6,588

In 1962 the concentration of non-white employes was largest in the $3,000 to $3,999 category. This is also true in 1965.

In 1962, 17 employes were receiving salaries of $1,500 to $1,999. This figure has increased in the present study to 115.

In 1962, there were 160 of 6,224 non-white employes, or 2.5%, who received annual salaries of $7,000 or more. In 1965, 264 of 6,588 non-white employes, or 4.0% are receiving such salaries, with the highest concentration being reflected in the $7,000 to $7,999 bracket.

The following are *some* of the positions held by employes receiving salaries of $7,000 or more annually:

College President
College Registrar
College Instructor
Nurse Instructor
Assistant Instructor
Associate Instructor
Institutional Business Manager
Plant Maintenance Engineer
Hydraulic Engineer
Sanitary Engineer
Highway Engineer
Bridge Engineer
Design Engineer
Civil Engineer
Architect
Administrative Officer
Administrative Assistant
Employment Security Specialist
Supervisor
Superintendent
Personnel Technician
Attorney
Senior Research Fellow
State Department Secretary
Employment Security Manager
Employment Security Appeals Referee
Chaplain
Artist Designer
Statistician
Accountant
Budget Examiner
Management Analyst
Rehabilitation Counselor
Employment Counselor
Guidance Specialist
Teacher Education Director
Education Research and Statistics Specialist
Chemist
Pharmacist
Clinical Psychologist
Occupational Therapist
Physical Therapist
Physician
Dentist
Psychiatrist
Microbiologist
Nurse
Dental Hygienist
Public Health Nursing Consultant
Medical Consultant
Behavioral Scientist

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THIRD

Survey of Non-White Employes In State Government In Pennsylvania

Pennsylvania Human Relations Commission
Department of Labor and Industry
Commonwealth of Pennsylvania

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THIRD SURVEY OF NON-WHITE EMPLOYES IN STATE GOVERNMENT

The Pennsylvania Human Relations Commission conducts a periodic survey of the non-white employes working in the various agencies of the Commonwealth. The present survey is the third in the series which was begun in 1962. It is the plan of the Commission to conduct future surveys in this series on an annual basis.

It is the declared public policy of the Commonwealth to "foster the employment of all individuals in accordance with their fullest capacities, regardless of their race, color, religious creed, ancestry, age or national origin, and to safeguard their right to obtain and hold employment without such discrimination." This survey is designed to record the number of non-white and total employes by agency, the occupational composition of non-white and total employes, the distribution of money income among non-white state employes, and the distribution of non-white employes by date of hire. The data was obtained through the use of employe questionnaire forms which were completed by each agency on every non-white employe working in that agency. For purposes of comparison, the data obtained in the previous two reports is incorporated into this report.

Although the primary purpose of this survey is to present a statistical picture of the number of non-white and total employes in the 33 agencies of the Executive Branch of the Commonwealth, it is hoped that each agency will critically review its own statistics, and take whatever affirmative steps may be necessary to comply with the public policy of the Commonwealth.

TABLE I

As of January 31, 1967, there were 7,498 non-white employes in the 33 agencies taking part in the survey. This is an increase of 1,274 over the total working in 1962 and 910 over those working in 1965. In the 1962 report, three agencies reported no non-white employes; in 1965 the figure dropped to two agencies, and currently there are again three agencies showing no non-white employes.

There were 89,433 employes working for the Commonwealth in the 33 agencies surveyed as of January 31, 1967. This is 7,125

TABLE I

Non-White and Total Employes by Agency

Agency	Non-White			Total			% Non-White of Total		
	1962	1965	1966	1962	1965	1966	1962	1965	1966
Agriculture	10	6	11	490	479	609	2.0	1.2	2.0
Auditor General	24	27	27	598	701	662	4.0	3.8	4.0
Banking	4	3	3	200	178	172	2.0	1.7	2.0
Board of Parole	43	44	51	255	271	316	16.9	16.2	16.0
Civil Service Commission	2	5	4	112	126	124	1.8	4.0	3.0
Commerce	2	15	8	108	144	110	1.9	10.4	7.0
Fish Commission	0	0	0	282	245	275	0.0	0.0	0.0
Forests and Waters	15	13	12	679	1,174	720	2.2	1.1	2.0
Game Commission	1	1	1	613	763	1,065	0.2	0.1	.09
General State Authority	10	16	27	389	553	665	2.6	2.9	4.0
Health	427	421	517	3,951	3,159	3,230	10.8	13.3	16.0
Highways	463	384	402	18,807	16,977	17,349	2.5	2.2	2.0
Historical and Museum Commission	2	2	3	148	158	252	1.4	1.2	1.0
Insurance	6	3	7	185	136	160	3.2	2.2	4.0
Internal Affairs	5	3	2	147	141	145	3.4	2.1	1.0
Justice	58	70	81	2,370	2,303	2,301	2.4	3.0	4.0

Agency	Non-White			Total			% Non-White of Total		
	1962	1965	1966	1962	1965	1966	1962	1965	1966
Labor and Industry	676	684	587	7,335	6,616	6,433	9.2	10.3	9.0
Liquor Control Board	808	751	721	5,156	4,814	4,688	15.7	15.6	15.0
Military Affairs	9	9	15	485	453	502	1.9	2.0	3.0
Milk Control Commission	0	1	0	74	63	77	0.0	1.6	0.0
Mines, Mineral Industries	0	1	1	195	254	338	0.0	0.4	.29
Office of Administration	11	6	6	88	115	100	12.5	5.2	6.0
Property and Supplies	283	282	291	1,629	1,549	1,853	17.4	18.2	16.0
Public Instruction	130	213	321	4,134	5,173	7,425	3.1	4.1	4.0
Public Utility Commission	3	3	3	372	371	378	0.8	0.8	0.8
Public Welfare	2,838	3,222	3,920	24,568	27,829	30,409	11.6	11.6	13.0
Revenue	347	333	389	4,213	4,124	3,745	8.2	8.1	10.0
Department of State	8	11	12	114	226	226	7.0	4.9	5.0
State Police	9	14	20	2,609	2,629	3,020	0.3	0.5	0.7
State Public School Building Authority	2	1	4	115	85	94	1.8	1.2	4.0
State Tax Equalization Board	1	0	0	45	44	44	2.2	0.0	0.0
Treasury	9	12	17	396	359	344	2.3	3.3	5.0
Turnpike Commission	18	32	35	1,466	1,453	1,602	1.2	2.2	2.0
TOTAL	6,224	6,588	7,498	82,308	83,665	89,433	7.6	7.9	8.4

more than in 1962 and 5,768 more than in 1965. The % increase of non-white employes to total employes was .3% (7.6 to 7.9%) from 1962 to 1965 and .5% (7.9 to 8.4%) from 1965 to January, 1967.

The Department of Public Welfare, which employs more than a third of the total employes surveyed (30,409 of 89,433) again accounts for more than half of the total non-whites on the state payroll (3,920 of 7,498). The percentage of non-whites hired by this agency to its total complement has increased from 11.6% to 13.0%.

The Department of Highways which employs the second highest number of employes (17,349 of 89,433) reported a total of 402 non-white employes on its roster—an increase of 18 over 1965, but a decrease of approximately .2% over 1965 and .5% over 1962 in the % of non-white to total employes.

As in the previous study, approximately 95% (7,148) of the total non-whites (7,498) are employed by 8 of the 33 agencies taking part in the survey—Public Welfare (3,920), Liquor Control Board (721), Labor and Industry (587), Health (517), Highways (402), Revenue (389), Public Instruction (321), and Property and Supplies (291).

Three agencies hire no non-whites (Fish Commission, Milk Control Commission, State Tax Equalization Board), two have one non-white employe each (Game Commission, Mines & Mineral Industries), one has 2 non-whites working (Internal Affairs), three have 3 non-whites employed (Banking, Historical & Museum Commission, Public Utility Commission) and two have 4 employed (Civil Service Commission, State Public School Building Authority).

Three agencies show the highest percentage of non-whites working as against their total complement—Board of Parole, Department of Health and Property & Supplies. In each instance, approximately 16% of the staff complement is non-white.

TABLE II

According to the questionnaire forms completed for this survey, the oldest non-white employe in terms of service is a stationary engineer, who was hired as a stationary fireman March 1, 1921

TABLE II

Distribution of Non-Whites a/c Date of Hire

	Male			*Female*			*Total*		
	1962	*1965*	*1966*	*1962*	*1965*	*1966*	*1962*	*1965*	*1966*
1921	0	0	1	0	0	0	0	0	1
1926	1	1	0	1	0	0	2	1	0
1927	0	0	0	1	0	0	1	0	0
1929	0	1	1	0	0	0	0	1	1
1930	3	2	1	0	0	1	3	2	2
1932	0	0	0	2	0	0	2	0	0
1934	1	0	0	0	0	0	1	0	0
1935	1	0	0	0	0	0	1	0	0
1936	3	2	1	1	1	0	4	3	1
1937	4	4	1	1	1	4	5	5	5
1938	2	1	1	3	1	0	5	2	1
1939	3	3	2	1	1	2	4	4	4
1940	3	3	1	2	2	0	5	5	1
1941	6	6	4	3	1	0	9	7	4
1942	9	3	5	6	2	2	15	5	7
1943	7	2	2	2	1	3	9	3	5
1944	3	3	1	8	3	6	11	6	7
1945	7	5	1	14	6	6	21	11	7
1946	13	9	7	11	3	5	24	12	12
1947	14	14	13	11	3	5	25	17	18
1948	24	18	18	37	22	23	61	40	41
1949	36	26	21	35	20	17	71	46	38
1950	43	18	21	42	23	22	85	41	43
1951	57	40	26	38	31	23	95	71	49
1952	52	33	34	48	36	29	100	69	63
1953	77	44	28	70	51	44	147	95	72
1954	53	34	39	45	30	28	98	64	67
1955	130	83	60	89	58	35	219	141	95
1956	211	118	96	242	155	100	453	273	196
1957	206	103	74	238	128	95	444	231	169
1958	217	106	83	234	98	85	451	204	168
1959	202	98	77	222	108	79	424	206	156
1960	468	215	136	569	336	252	1,037	551	388
1961	616	280	153	542	269	192	1,158	549	345
1962*	662	303	156	572	378	246	1,234	681	402
1963		675	319		640	428		1.315	747
1964		757	308		857	484		1,614	792
1965**		172	449		141	655		313	1,104
1966			888			1,450			2,338
1967***			67			82			149
TOTALS	3,134	3,182	3,095	3,090	3,406	4,403	6,224	6,588	7,498

* Date of first survey: (To 9/1/62)

** Date of second survey: (To 1/31/65)

*** Date of third survey: (To 1/31/67)

TABLE III

Occupational Composition of Non-White and Total Employes

	Non-White			Total			% Non-White of Total		
	1962	1965	1966	1962	1965	1966	1962	1965	1966
1. *Professional, Technical, Managerial* (accountants & related administrative officers, engineers, architects, instructors, attorneys, caseworkers, physicians, counselors, managers, nurses, public assistance professional workers, etc.)	1,656	1,239	1,318	20,173	21,882	23,156	8.2%	5.6%	5.7%
2. *Clerical and Sales* (adding & addressing machine operators, clerks, clerk-typists, stenographers, duplicating machine operators, key punch operators, liquor store clerks, officer collectors, stock clerks, storekeepers, tabulating machine operators, transcribing machine typists, field investigators, building inspectors, etc.)	2,035	2,144	2,445	21,675	20,790	22,053	9.4%	10.3%	11.0%
3. *Service Workers* (chauffeurs, custodial guides, dormitory supervisors, maids, messengers, nursing assistants, security officers, state police, tour guides, cadets, fire marshals, housekeepers, kitchen supervisors, etc.)	2,104	1,704	539	4,038	4,195	5,187	52.1%	40.6%	10.4%

	Non-White			Total			% Non-White of Total		
	1962	1965	1966	1962	1965	1966	1962	1965	1966
4. *Agricultural, Marine, Forestry* (dairymen, deckhands, fishery, game, nursery, plant control, poultry, waterfowl & wildlife workers, foresters, orchardists, seed analysts, swineherdsmen, truck gardeners, etc.)	2	0	0	731	1,132	881	less than 1%	0.0%	0.0%
5. *Skilled Workers* (bankers, barbers, beauticians, blacksmiths, cooks, carpenters, draftsmen, electricians, florists, masons, automotive equipment workers, machinists, mechanics, meat cutters, painters, plasterers, plumbers, printers, radio operators, seamstresses, stationary engineers, steamfitters, upholsterers, welders, etc.)	84	230	248	6,817	6,471	7,605	1.2%	3.5%	3.2%
6. *Semi-Skilled Workers* (helpers, assistants, trainees, all-types; visual inspectors, attendants, custodial, guard and laundry supervisors, egg inspectors, elevator operators, groundskeepers, highway foremen, housemothers, etc.)	30	203	439	6,347	8,014	18,135	less than 1%	2.5%	2.4%
7. *Unskilled Workers* (charwomen, custodial workers, dishwashers, farm, food service & laundry workers; guard attendants, paper cutters, laborers, all classifications, sewing room attendants, window washers, etc.)	313	1,068	2,509	22,527	21,181	12,416	1.4%	5.0%	20.2%
TOTALS	6,224	6,588	7,498	82,308	83,665	89,433	7.6%	7.9%	8.4%

at the West Chester State College, and has worked there ever since—45 years as of March 1966. He is 68 years of age.

Table II indicates that 93% of the non-whites employed at the time of this survey were hired between 1956, when the Pennsylvania Fair Employment Practice Act went into effect, and January 31, 1967, the date on which employes were tabulated for this survey.

TABLE III

In comparing the two previous studies with the current one, the concentration of non-whites in occupational categories has changed each year. In 1962, more non-whites were working in the service category than in any of the remaining ones; in 1965, the highest concentration was in clerical and sales, and in the current survey, in the unskilled category. In each instance, the non-whites made up approximately 1/3 of the total. It is interesting to note that clerical and sales non-white workers have increased in each study, as have the unskilled workers. The service workers, however, have shown drastic drops each year. The increase in the unskilled categories has been just as drastic from the first to the current study.

In the service worker category there was an increase in the total complement in the three studies, (4,038 to 4,195 to 5,187). Non-white workers in this category, however, have been decreasing continually (2,104 to 1,704 to 539). The decrease in this survey is particularly drastic over that of the last survey, 1,704 to 539, or approximately 32%.

In the unskilled category the change is equally significant, but in reverse fashion. The total complement has been declining (22,527 to 21,181 to 12,416) while the non-white workers in this category have been increasing (313 to 1,068 to 2,509).

The percentage of non-white to total employes has increased in the three surveys in two categories—clerical and sales (9.4% to 10.3% to 11%) and unskilled (1.4% to 5.0% to 20.2%). The category in which there is the highest % of non-whites to total employes, in the current survey, is the unskilled category, 20%, with clerical and sales second highest 11.0%, and service workers third 10.4%.

TABLE IV

The Federal Government classifies the family income category of $3,000 or less annually as a poverty category. With this definition in mind, it is worthwhile noting that total non-white employes have decreased in the lowest three salary scales—($1,500 to 1,999, $2,000 to 2,999 and $3,000 to 3,999). In each category, from $4,000 to $20,000 and over, which comprises 9 of the 12 categories in the survey, there have been increases in non-white employes.

In the $4,000 to $4,999 category there are approximately 2 times as many non-whites as there were in the previous two studies. This is approximately true of the $5,000 and $6,000 category also.

In the $7,000, $8,000 and $9,000 categories, approximately 3 times as many non-whites are working as there were in the previous 2 studies.

In the $10,000 to $15,000 category, more than 5 times as many as were employed in 1962 and more than 2 times as many as were employed in 1965 are presently employed in this income group (18 to 44 to 99).

In the $15,000 to $20,000 category, 8 times as many as in 1962 and 6 times as many as in 1965 are now receiving these wages (3 to 4 to 24).

Earning $20,000 or more annually, there are now 4 non-whites as against 1 in each of the previous surveys.

The concentration of non-whites is greatest in the $4,000 to $4,999 category.

There were more female non-whites working as of January 31, 1967 than males—4,403 to 3,095.

TABLE IV

Distribution of Money Income Among Non-White State Employes

Income	*Male*			*Female*			*Total*		
	1962	*1965*	*1966*	*1962*	*1965*	*1966*	*1962*	*1965*	*1966*
$ 1,500– 1,999	7	111	8	10	4	7	17	115	15
2,000– 2,999	387	333	11	831	526	158	1,218	859	169
3,000– 3,999	1,331	1,279	633	1,634	1,929	1,873	2,965	3,208	2,506
4,000– 4,999	778	738	1,091	372	552	1,449	1,150	1,290	2,540
5,000– 5,999	280	352	578	205	219	438	485	571	1,016
6,000– 6,999	145	165	234	84	116	196	229	281	430
7,000– 7,999	70	91	269	16	41	177	86	132	446
8,000– 8,999	30	45	95	5	9	62	35	54	157
9,000– 9,999	16	21	73	1	8	19	17	29	92
10,000–14,999	17	38	76	1	6	23	18	44	99
15,000–19,999	3	4	23	0	0	1	3	4	24
20,000–	1	1	4	0	0	0	1	1	4
TOTAL	3,065	3,178	3,095	3,159	3,410	4,403	6,224	6,588	7,498

The following are representative of the positions held by non-whites in the State Government in each salary category:

$20,000–
President, State College
Psychologist
Physician

$19,000–19,999
College Dean, Professor

$18,000–18,999
Mental Hospital Medical Director

$17,000–17,999
Psychiatric Physician

$16,000–16,999
Physician
Rehabilitation Medical Consultant
Director, Purchasing Audits

$15,000–15,999
Rehabilitation Medical Consultant

$14,000–14,999
Board Member, Board of Parole

$13,000–13,999
Administrative Assistant
Assistant Director of Accounts
Human Relations Representative
Professor

$12,000–12,999
Administrative Assistant
Employment Security Manager
Budget Analyst
Professor
Physician
Appeals Referee

$11,000–11,999
Dean, Student Personnel
Associate Professor
Physician
Psychologist
Child Welfare Specialist

$10,000–10,999
Management Analyst
Administrative Assistant
Employment Security Manager
Public Assistance Representative
Parole Supervisor
Youth Camp Director
Human Relations Representative
Minority Groups Representative
Medical Research Technician
Physician
Associate Professor
Engineer
Statistician
Workman's Compensation Referee
Plant Maintenance Supervisor

$9,000–9,999
Personnel Analyst
Public Utility Analyst
Management Analyst
Employment Security Manager
Administration Officer
Information Specialist
Accountant
Statistician
Associate Professor
Architect
Chemist
Microbiologist
Rehabilitation Supervisor
Psychological Service Associate
Casework Supervisor
Parole Supervisor
Air Pollution Control Engineer
Library Development Advisor
Liquor Store Manager

$8,000–8,999
Institutional Business Manager
Liquor Store Manager
Librarian
College Instructor
Associate Professor
Accountant
Special Investigator, Justice
Employment Security Specialist
Manpower Training Coordinator
Caseworker
Social Worker
Parole Agent
Parole Supervisor
Pharmacist
Psychiatric Nurse
Air Pollution Control Engineer
Sanitarian
Minority Groups Representative

$7,000–7,999
Liquor Store Manager
Plant Supervisor
Statistician

Corporation Tax Auditor
Field Auditor
Computer Operator
Accountant Technician
Claims Examiner
Personnel Analyst
Parole Agent
Social Worker
Caseworker
Enforcement Officer
Employment Counselor
Rehabilitation Counselor
Youth Counselor
Human Relations Representative
Hearing Stenographer
Physical Therapist
Resident Physician
Public Health Nurse
Nurse
Psychiatric Nurse
Pharmacist
Dietician
Medical Research Technician
Occupational Therapist
Psychological Service Associate
Clinical Assistant
Sanitarian
College Instructor
Assistant Professor
Chaplain
Building Construction Inspector
Building Maintenance Foreman

$6,000–6,999

Liquor Store Manager
Administrative Assistant
Legal Assistant
Auditor
Claims Settlement Agent
Purchasing Agent
Right-of-Way Agent
Insurance Company Examiner
Claims Examiner
Driver Safety Examiner
Computer Operator
Painter
Plumber
Electrical Inspector
Construction Inspector
Plant Mechanic
Warehouse Superintendent
Stationary Engineer
Maintenance Repairman
Draftsman
Government Career Trainee
Microbiologist
Drug Program Representative
Public Health Representative
Medical Research Technician
Occupational Therapist
Psychiatrie Nurse
Nurse
Caseworker
Social Worker
Parole Agent
Corrections Officer
Corrections Infirmary Supervisor
Enforcement Office
College Instructor
Elementary School Teacher
Secondary School Teacher
Artistic Designer
Employment Interviewer
Human Relations Representative
Houseparent
Hearing Stenographer

$5,000–5,999

Liquor Store Clerk
Clerk Stenographer
Bookkeeping Machine Operator
Officer Collector
Tax Examiner
Resources Examiner
Field Investigator
Administrative Assistant
Registrar
Storekeeper
Draftsman
Painter
Plasterer
Plumber
Roofer–Tinsmith
Welder
Cook
Electrician
Carpenter
Electrical Inspector
Steamfitter
Paper Cutter
Window Washer
Photolithographer
Safety Inspector
Maintenance Repairman
Labor Foreman
Dietician
Nurse
Licensed Practical Nurse
Physical Therapy Aide
Caseworker
Corrections Officer
Auto Mechanic
Guard Attendant
Executive Chauffer
Steward
Houseparent

$4,000–4,999

Liquor Store Clerk
Stock Clerk
Storekeeper
Clerk Stenographer

Adding Machine Operator
Clerk Typist
Key Punch Operator
Duplicating Machine Operator
Tax Examiner
Officer Collector
Accounting Assistant
Security Officer
Chauffeur
Guard Attendant
Custodial Worker
Automotive Serviceman
Elevator Operator
Equipment Operator
Plant Operator
Engineering Assistant
Maintenance Repairman
Stationary Fireman
Licensed Practical Nurse
Laboratory Technician
Nurse
Pathologist
EKG Technician
X-Ray Assistant
Seamstress
Cook
Baker
Barber
Beautician
Meat Cutter
Home Economic Aide
Library Assistant
Housemother
Houseparent
Activity Aide
Attendant
Laborer
Washman
Window Washer
Laundry Worker

$3,000–3,999

Clerk
Clerk Typist
Duplicating Machine Operator
Book Machine Operator
Key Punch Operator
Switchboard Operator
Stock Clerk
Messenger
Security Officer
Custodial Worker
Domestic Worker
Maid
Elevator Operator
Attendant
Ward Clerk
Groundskeeper
Food Service Worker
Housekeeper
Houseparent
Housemother
Home Economic Aide
Cook
Bindery Worker
Laboratory Technician
Laboratory Assistant
Nursing Assistant
X-Ray Assistant
Community Worker
Neighborhood Youth Corps Trainee
Youth Opportunity Worker
Laborer
Boiler Room Helper
Laundry Worker
Dishwasher

$2,000–2,999

Charwomen
Domestic Worker
Custodial Worker*
Nursing Assistant*
Laborer*
Attendant Trainee*

$1,000–1,999

Custodial Worker*
Food Service Worker*
Laborer*

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* Part-time

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FOURTH

Survey of Non-White Employes In State Government In Pennsylvania

Pennsylvania Human Relations Commission
Commonwealth of Pennsylvania

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FOURTH SURVEY OF NON-WHITE EMPLOYES IN STATE GOVERNMENT

The Preamble to the Governor's Code of Fair Practices, issued April 19, 1967, states:

> . . . It is a basic principle of our government that every individual is entitled to be respected and to the opportunity to compete for that position in our society that his natural abilities might attain.
>
> When race, religion or national origin become the criteria by which individuals are measured, rather than by their personal worth, then discrimination displaces justice and democracy acquires a hollow meaning. It is the duty of the government to safeguard and to foster the rights of all persons to utilize their productive capacities to the fullest and to enjoy the fruits of their labors on equal terms with all others.

In accordance with this principle, the Pennsylvania Human Relations Commission conducts periodic surveys of non-white employes in State Government. The purpose of the survey is to determine how many non-whites are working for the Commonwealth and in what state agencies and job classifications they are employed. The first three surveys covered the periods from 1962 through 1966. Since 1966, the project has been conducted on an annual basis, with the cooperation of the state agencies assured by Article X of the Governor's Code of Fair Practices. The previous two surveys will be referred to throughout this report. The survey for 1964 included the employment situation as of 1/31/65, the 1966 survey as of 1/31/67, and this 1967 survey as of 12/31/67. Information is gathered by means of questionnaires, completed by each agency for each non-white person in its employ, and submitted by them along with a total job roster. The results are then tabulated by the Research Division of the Pennsylvania Human Relations Commission.

As a result of the Governor's public statement made in the Urban Crisis message delivered to the General Assembly on April 20, 1968, Mr. William Nagel, Executive Secretary of the Governor's Council for Human Services, has been assigned to expedite and coordinate the efforts of all the state agencies in attempting to increase the employment of non-white employes in government agencies throughout the Commonwealth. Department and Commission heads have been requested to make a comprehensive and detailed review of their individual jurisdictions in order to initiate whatever affirmative action may be necessary to bring their actions into accord with the intent and spirit of the Governor's Code.

TABLE I

Thirty-five agencies were included in the fourth survey, the Department of Community Affairs and the Pennsylvania Higher Educa-

TABLE I

Non-White and Total Employes by Agency

Agency	Non-White			Total			% Non-White of Total		
	1964	1966	1967	1964	1966	1967	1964	1966	1967
Agriculture	6	11	15	479	609	621	1.3	1.8	2.4
Auditor General	27	27	27	701	662	656	3.9	4.1	4.1
Banking	3	3	3	178	172	169	1.7	1.7	1.8
Board of Parole	44	51	54	271	316	305	16.2	16.1	17.7
Civil Service Commission	5	4	4	126	124	144	4.0	3.2	2.8
Commerce	15	8	6	144	110	115	10.4	7.3	5.2
Community Affairs			13			128			10.2
Fish Commission	0	0	0	245	275	293	.0	.0	.0
Forests and Waters	13	12	10	1,174	720	1,077	1.1	1.7	.9
Game Commission	1	1	3	763	1,065	1,101	.1	.1	.3
General State Authority	16	27	35	553	665	784	2.9	4.1	4.5
Health	421	517	567	3,159	3,230	3,336	13.3	16.0	17.0
Higher Education Assistance Agency			10			94			10.6
Highways	384	402	517	16,977	17,349	19,720	2.3	2.3	2.6
Historical and Museum Commission	2	3	4	158	252	245	1.3	1.2	1.6
Insurance	3	7	13	136	160	174	2.2	4.4	7.5

Agency	Non-White			Total			% Non-White of Total		
	1964	1966	1967	1964	1966	1967	1964	1966	1967
Internal Affairs	3	2	4	141	145	143	2.1	1.4	2.8
Justice	70	81	91	2,303	2,301	2,324	3.0	3.5	3.9
Labor and Industry	684	587	645	6,616	6,433	7,001	10.3	9.1	9.2
Liquor Control Board	751	721	737	4,814	4,688	4,777	15.6	15.4	15.4
Military Affairs	9	15	26	453	502	547	2.0	3.0	4.8
Milk Control Commission	1	0	1	63	77	82	1.6	.0	1.2
Mines, Mineral Industries	1	1	3	254	338	367	.4	.3	.8
Office of Administration	6	6	8	115	100	140	5.2	6.0	5.7
Property and Supplies	282	291	346	1,549	1,853	1,713	18.2	15.7	20.2
Public Instruction	213	321	342	5,173	7,425	7,849	4.1	4.3	4.4
Public Utility Commission	3	3	3	371	378	379	.8	.8	.8
Public Welfare	3,222	3,920	4,393	27,829	30,409	33,229	11.6	12.9	13.2
Revenue	333	389	364	4,124	3,745	4,389	8.1	10.4	8.3
Department of State	11	12	14	226	226	228	4.9	5.3	6.1
State Police	14	20	14	2,629	3,020	3,317	.5	.7	.4
State Public School Building Authority	1	4	4	85	94	105	1.2	4.3	3.8
State Tax Equalization Board	0	0	0	44	44	44	.0	.0	.0
Treasury	12	17	16	359	344	360	3.3	4.9	4.4
Turnpike Commission	32	35	48	1,453	1,602	1,682	2.2	2.2	2.9
TOTAL	6,588	7,498	8,340	83,665	89,433	97,638	7.9	8.4	8.5

tion Assistance Agency participating for the first time. These agencies employed 97,638 persons, including 8,340 non-whites. In 1967, non-whites comprised 8.5% of the state employes, as compared to 7.9% in 1964 and 8.4% in 1966. According to the 1960 Census, the population of the Commonwealth was 7.6% non-white. Of total non-white employes, males now comprise 41.0% as compared to 48.3% in 1964 and 41.3% in 1966.

Seven agencies show a less than 1% non-white employe rate: Fish Commission, .0%; Forests and Waters, .92%; Game Commission, .27%; Mines and Mineral Industries, .81%; Public Utility Commission, .79%; State Police, .42%; and State Tax Equalization Board, .0%. Fifteen agencies have from 1% to 5% non-whites; six agencies have 5% to 10%; and six have 10% to 20%. For the first time, one agency, the Department of Property and Supplies, has more than 20% non-white employes.

Twenty agencies have increased their percentage of non-whites since the previous survey, and five agencies have shown no change. The eight agencies that show a decrease in the percentage of non-white persons are the Civil Service Commission (2.8% from 3.2%), Commerce (5.2% from 7.3%), Forests and Waters (.9% from 1.7%), the Office of Administration (5.7% from 6.0%), Revenue (8.3% from 10.4%), State Police (.4% from .7%), State Public School Building Authority (3.8% from 4.3%), and Treasury (4.4% from 4.9%). Five of these agencies—Commerce, Forests and Waters, Revenue, State Police, and Treasury—actually have a larger work force with a smaller number of non-white employes this year than in 1966.

The largest agency, the Department of Public Welfare, employing about one-third of all state employes, again accounts for over one-half of the total non-whites in the survey—4,393 of 8,340. The percentage of non-whites has increased slightly from 12.9% in 1966 to 13.2% in 1967. This agency showed the greatest increase in the number of non-whites employed—473 more than last year.

The Department of Property and Supplies reflects the greatest percentage of non-white employes—20.2% as compared to 15.7% in 1966.

71.4% of the non-white state employes were classified under civil service, and 16.2% or 1,352 non-whites, had supervisory positions.

TABLE II

Of the non-whites now working for the Commonwealth, 7,980, or 95.7%, were appointed to their present position since the Pennsylvania Fair Employment Practice Act was passed in October 1955. Correspondingly, only 360 non-white persons, or 4.3%, gained their present position before the law was put into effect. From the date of the first survey in 1962, each survey has reflected an increase in the percentage of non-whites either hired or promoted.

TABLE II

Distribution of Non-whites a/c Date of Appointment to Present Position

	Male			*Female*			*Total*		
	1964	*1966*	*1967*	*1964*	*1966*	*1967*	*1964*	*1966*	*1967*
1921	0	1	1	0	0	0	0	1	1
1926	1	0	0	0	0	0	1	0	0
1929	1	1	2	0	0	0	1	1	2
1930	2	1	0	0	1	1	2	2	1
1936	2	1	0	1	0	0	3	1	0
1937	4	1	0	1	4	3	5	5	3
1938	1	1	0	1	0	0	2	1	0
1939	3	2	1	1	2	2	4	4	3
1940	3	1	2	2	0	1	5	1	3
1941	6	4	2	1	0	0	7	4	2
1942	3	5	3	2	2	2	5	7	5
1943	2	2	1	1	3	0	3	5	1
1944	3	1	5	3	6	3	6	7	8
1945	5	1	2	6	6	4	11	7	6
1946	9	7	6	3	5	5	12	12	11
1947	14	13	13	3	5	4	17	18	17
1948	18	18	18	22	23	14	40	41	32
1949	26	21	10	20	17	12	46	38	22
1950	18	21	12	23	22	9	41	43	21
1951	40	26	24	31	23	13	71	49	37
1952	33	34	20	36	29	13	69	63	33
1953	44	28	17	51	44	24	95	72	41
1954	34	39	26	30	28	15	64	67	41
1955	83	60	40	58	35	30	141	95	70
1956	118	96	95	155	100	111	273	196	206
1957	103	74	61	128	95	71	231	169	132
1958	106	83	73	98	85	70	204	168	143
1959	98	77	67	108	79	57	206	156	124
1960	215	136	116	336	252	203	551	388	319
1961	280	153	136	269	192	155	549	345	291
1962	303	156	121	378	246	173	681	402	294
1963	675	319	237	640	428	340	1,315	747	577
1964	757	308	250	857	484	372	1,614	792	622
1965	172	449	355	141	655	446	313	1,104	801
1966		888	564		1,450	956		2,338	1,520
1967		67	1,140		82	1,811		149	2,951
TOTALS	3,182	3,095	3,420	3,406	4,403	4,920	6,588	7,498	8,340

TABLE III

Occupational Composition of Non-white and Total Employes

	Non-White			Total			% Non-White of Total		
	1964	*1966*	*1967*	*1964*	*1966*	*1967*	*1964*	*1966*	*1967*
1. *Professional, Semi-Professional Managerial and Official* (accountants, engincers, registered nurses, natural scientists, librarians, welfare workers, clergymen, architects, directors, draftsmen, technicians, teachers, inspectors, etc.)	1,239	1,318	1,545	21,882	23,156	30,753	5.7	5.7	5.0
2. *Clerical and Sales* (bookkeepers, clerks, office machine operators, physician's and dentist's assistants, stock clerks, telephone operators, stenographers, typists, messengers etc.)	2,144	2,445	2,595	20,790	22,053	22,297	10.3	11.1	11.6
3. *Service-Domestic, Personal, Protective, and Building* (housekeepers, maids, cooks, stewards, barbers, guards, medical aids and assistants, custodians, correction officers, elevator operators, state police, security officers, etc.)	1,704	539	3,487	4,195	5,187	23,331	40.6	10.4	14.9

	Non-White			Total			% Non-White of Total		
	1964	*1966*	*1967*	*1964*	*1966*	*1967*	*1964*	*1966*	*1967*
4. *Agricultural* (dairy workers, groundkeepers, farm managers, farm hands, florists, farm produce inspectors, orchardists, poultrymen, etc.)	0	0	4	1,132	881	677	0.0	0.0	.6
5. *Skilled* (mechanics, foremen, equipment operators, blacksmiths, plumbers, bakers, carpenters, laundry supervisors, maintenance repairmen, painters, masons, printers, stationary engineers and firemen, electricians, etc.)	230	248	229	6,471	7,605	8,834	3.6	3.3	2.6
6. *Semi-skilled* (semi-skilled laborers, auto mechanic helpers, assistants to skilled personnel, boiler room helpers, chauffeurs, electrician helpers, laundry workers, etc.)	203	439	261	8,014	18,135	4,362	2.5	2.4	6.0
7. *Unskilled* (laborers, clothing room attendants, deckhands, etc.)	1,068	2,509	219	21,181	12,416	7,384	5.0	20.2	3.0
TOTAL	6,588	7,498	8,340	83,665	89,433	97,638	7.9	8.4	8.5

TABLE III

The job classifications in the present survey are based on job definitions from the United States Employment Service as found in the *Dictionary of Occupational Titles*, Volumes I and II, second edition, 1949. As compared with the previous surveys, the main changes are in the service and unskilled groups. In past years, jobs such as custodial worker, dishwasher, food service worker, guard attendant, domestic worker, etc., were classified as unskilled. Beginning with this survey, such jobs have been placed in the service category which includes domestic service, personal service, protective service, and building service occupations. Some jobs previously classified as semi-skilled have been put in other categories also. Groundskeepers and egg inspectors are now considered as agricultural workers; elevator operators, attendants, and housemothers as service workers, and foremen as skilled employes. It should be mentioned that when individual jobs are considered, the job classifications do not necessarily imply salary or status levels.

In 1967, the largest non-white complement was in the service category, which had 14.9% non-white employes (3,487 out of 23,331). The second highest complement was in the clerical and sales classification, which had 11.6% non-whites (2,595 out of 22,297).

The following table indicates the percentage of total employes and the percentage of total non-white employes in each occupational category.

	Percent of Total Employes	*Prcent of Total Non-White Employes*
Professional, etc.	31.5	18.5
Clerical and Sales	22.8	31.1
Service	23.9	41.8
Agriculture	.7	.04
Skilled	9.0	2.7
Semi-skilled	4.5	3.1
Unskilled	7.6	2.6

These figures indicate that employment of non-whites is greatest in the clerical and sales, and the service occupations, which together account for almost 73% of the 8,340 non-whites.

TABLE IV

According to the U. S. Department of Labor, a family with an annual income of $3,200 or less is considered to be in the poverty category. In 1967, 176 non-whites in state government had incomes below this level. This is compared to 974 in 1964 and 184 in 1966. The two persons who had incomes of less than $1,000 worked part-time, one as a life guard in the summer, and the other as a per diem board member. It might be noted that the lowest pay range for state

workers begins at $3,560. Employes who have an annual income of less than this amount are working part-time, either for a few hours each day or for a full day only part of the year.

The $4,000-4,999 range includes the greatest number of employes, as it did in 1966, except that in 1967 this was true for women as well as men. In 1964, only 16.9% of the non-whites had incomes above $5,000. This percentage has steadily increased to 30.2% in 1966 and 36.6% in 1967. The percentage of non-white persons earning over $10,000 has also increased from .7% in 1964, to 1.7% in 1966, to 2.1% in 1967. Five non-whites now have an annual income of more than $20,000.

TABLE IV

Distribution of Money Income Among Non-white State Employes

Income	*Male*			*Female*			*Total*		
	1964	*1966*	*1967*	*1964*	*1966*	*1967*	*1964*	*1966*	*1967*
Under $1,000	0	0	1	0	0	1	0	0	2
$ 1,500- 1,999	111	8	7	4	7	7	115	15	14
2,000- 2,999	333	11	12	526	158	156	859	169	168
3,000- 3,999	1,279	633	607	1,929	1,873	1,714	3,208	2,506	2,321
4,000- 4,999	738	1,091	1,019	552	1,449	1,760	1,290	2,540	2,779
5,000- 5,999	352	578	740	219	438	659	571	1,016	1,399
6,000- 6,999	165	234	347	116	196	208	281	430	555
7,000- 7,999	91	269	299	41	177	233	132	446	532
8,000- 8,999	45	95	132	9	62	98	54	157	230
9,000- 9,999	21	73	112	8	19	53	29	92	165
10,000-14,999	38	76	109	6	23	27	44	99	136
15,000-19,999	4	23	30	0	1	4	4	24	34
20,000-	1	4	5	0	0	0	1	4	5
TOTAL	3,178	3,095	3,420	3,410	4,403	4,920	6,588	7,498	8,340

The following are representative of the positions held by non-whites in the State Government in each salary category:

$20,000-

Department Secretary
Mental Hospital Medical Director
President, State College
Psychiatric Physician

$19,000-19,999

Assistant Department Secretary
Psychiatric Physician

$18,000-18,999

Surgeon
Tuberculosis Physician

$17,000-17,999

Bureau Director

$16,000-16,999

Accounting Executive
Physician
Public Health Research Director

$15,000-15,999

Civil Engineer
Deputy Director
Deputy Secretary

$14,000-14,999

Board Member
Division Director
Physician

$13,000-13,999

Professor
Psychologist

$12,000-12,999

Accountant
Architect
Executive Assistant

$11,000-11,999

Associate Professor
Physician
Social Worker

$10,000-10,999

Child Welfare Services Supervisor
Management Analyst
Youth Development Center Director

$9,000-9,999

Attorney
Employment Counselor
Microbiologist
Occupational Therapist
Pharmacist
Planning Analyst

$8,000-8,999

Assistant Professor
Casework Supervisor
Enforcement Officer
Physical Therapist

$7,000-7,999

Caseworker
Dietician
Duplicating Supervisor
Employment Interviewer
Human Relations Representative
Parole Agent
Psychiatric Nurse

$6,000-6,999

Building Construction Inspector
Carpenter
Electrical Inspector
Liquor Store Manager
Maintenance Repairman
Painter
Plumber
Unemployment Claims Examiner

$5,000-5,999

Auto Mechanic
Chaplain
Corrections Officer
Draftsman
Equipment Operator
Kitchen Supervisor
Laboratory Technician
Labor Foreman
Legal Assistant
Liquor Store Clerk
Stationary Fireman

$4,000-4,999

Accounting Assistant
Baker
Clerk Typist
Clerk Stenographer
Chauffeur
Cook
Data Recording Machine Operator
Engineering Assistant
Hospital Attendant
Licensed Practical Nurse
Machinist Helper
Seamstress
Security Officer

$3,000-3,999

Clerk
Clothing Room Attendant
Custodial Worker
Domestic Worker
Food Service Worker
Laborer
Laundry Worker
Messenger
Nursing Assistant
Stock Clerk
Switchboard Operator
X-Ray Assistant

$2,000-2,999

Part-timc Domestic Worker
Part-time Laborer

$1,000-1,999

Part-time Domestic Worker
Part-time Food Service Worker

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FIFTH

Survey of Non-White Employes In State Government In Pennsylvania

Reflecting Employment Patterns
as of October 31, 1968

COMMONWEALTH OF PENNSYLVANIA
Raymond P. Shafer, Governor

PENNSYLVANIA HUMAN RELATIONS COMMISSION
Max Rosenn, Chairman

FIFTH SURVEY OF NON-WHITE EMPLOYES IN STATE GOVERNMENT

This is the fifth in the series of annual surveys of non-white employes in State Government in Pennsylvania, conducted by the Pennsylvania Human Relations Commission. It reflects employment patterns as of October 31, 1968. The 12 articles making up the Governor's Code of Fair Practices constitute the governing policy of the Commonwealth of Pennsylvania and they are the medium through which the Pennsylvania Human Relations Commission operates in helping all state agencies establish effective methods of eliminating discrimination in the employment of personnel because of race, color, religious creed, ancestry, age, national origin or sex. In cooperation with the Governor's Council for Human Services, affirmative action programs have been undertaken to recruit both skilled and unskilled non-white individuals for jobs in state government. A review of the statistical data, as reflected in the tables included in this survey, shows that there has been a gradual increase in the number of non-whites in state government from 1962 through 1968. Affirmative action steps will be continued, both in the hiring of non-white personnel and the recruiting of disadvantaged persons to take part in job training programs leading to employment in state government.

As in previous surveys of non-whites in state government, questionnaires have been completed by each agency for each non-white employe. The information recorded in these questionnaires forms the basis for the 5 tables included in this survey.

TABLE I

Non-White and Total Employes by Agency

There were 35 agencies included in this survey employing a total of 105,142 persons, of whom 9,266 are non-white. Total personnel increased by 7,504 over the previous year—from 97,638 to 105,142. Non-white personnel increased by 926—from 8,340 to 9,266. In 1966, 8.4% of the state employes were non-white; in 1967, 8.5%, and in 1968, 8.8%. According to the 1960 census, 7.6% of the population of Pennsylvania was non-white. Of the total non-white employment, 3,726 or 40% are male and 5,540 or 60% are female.

Six agencies now report less than 1% non-white employes on their staffs: Fish Commission, .3%; Forests and Waters, .4%; Game Commission .2%; Public Utilities Commission, .6%; State Police, .6%, and State Tax Equalization Board, 0%. Two agencies—Department of Health and Department of Property and Supplies—each report 19.8% of their staff as non-white; the Liquor Control Board, 16.3%; Board of Parole, 14.2%; Department of Public Welfare, 13.9%, and the Office of Administration, 12.9%. Of the non-white state employes, 6,282 or 68% are listed as holding Civil Service positions, and 1,728 or 19% are classified as supervisory in nature.

TABLE I

Non-White and Total Employes by Agency

Agency	Non-White			Total			% Non-White of Total		
	1966	1967	1968	1966	1967	1968	1966	1967	1968
Agriculture	11	15	22	609	621	677	1.8	2.4	3.2
Auditor General	27	27	27	662	656	657	4.1	4.1	4.1
Banking	3	3	4	172	169	170	1.7	1.8	2.4
Board of Parole	51	54	47	316	305	331	16.1	17.7	14.2
Civil Service Commission	4	4	4	124	144	158	3.2	2.8	2.5
Commerce	8	6	10	110	115	148	7.3	5.2	6.8
Community Affairs		13	15		128	171		10.2	8.8
Fish Commission	0	0	1	275	293	344	.0	.0	.3
Forests and Waters	12	10	13	720	1,077	2,968	1.7	.9	.4
Game Commission	1	3	2	1,065	1,101	1,101	.1	.3	.2
General State Authority	27	35	35	665	784	825	4.1	4.5	4.2
Health	517	567	564	3,230	3,336	2,844	16.0	17.0	19.8
Higher Education Assistance Agency		10	14		94	143		10.6	9.8
Highways	402	517	658	17,349	19,720	22,359	2.3	2.6	2.9
Historical and Museum Commission	3	4	15	252	245	319	1.2	1.6	4.7
Insurance	7	13	10	160	174	204	4.4	7.5	4.9

Agency	Non-White			Total			% Non-White of Total		
	1966	1967	1968	1966	1967	1968	1966	1967	1968
Internal Affairs	2	4	5	145	143	78	1.4	2.8	6.4
Justice	81	91	111	2,301	2,324	2,319	3.5	3.9	4.8
Labor and Industry	587	645	643	6,433	7,001	6,684	9.1	9.2	9.6
Liquor Control Board	721	737	781	4,688	4,777	4,794	15.4	15.4	16.3
Military Affairs	15	26	28	502	547	558	3.0	4.8	5.0
Milk Control Commission	0	1	1	77	82	91	.0	1.2	1.1
Mines, Mineral Industries	1	3	4	338	367	396	.3	.8	1.0
Office of Administration	6	8	44	100	140	341	6.0	5.7	12.9
Property and Supplies	291	346	362	1,853	1,713	1,826	15.7	20.2	19.8
Public Instruction	321	342	418	7,425	7,849	8,705	4.3	4.4	4.8
Public Utilities Commission	3	3	2	378	379	350	.8	.8	.6
Public Welfare	3,920	4,393	4,935	30,409	33,229	35,506	12.9	13.2	13.9
Revenue	389	364	379	3,745	4,389	4,455	10.4	8.3	8.5
Department of State	12	14	17	226	228	225	5.3	6.1	7.6
State Police	20	14	21	3,020	3,317	3,239	.7	.4	.6
State Public School Building Authority	4	4	4	94	105	101	4.3	3.8	4.0
State Tax Equalization Board	0	0	0	44	44	44	.0	.0	.0
Treasury	17	16	23	344	360	363	4.9	4.4	6.3
Turnpike Commission	35	48	47	1,602	1,682	1,648	2.2	2.9	2.9
TOTAL	7,498	8,340	9,266	89,433	97,638	105,142	8.4	8.5	8.8

TABLE II

Distribution of Non-Whites a/c Date of Appointment to Present Position

The Pennsylvania Fair Employment Practice Act was passed in October, 1955. Of the 9,266 non-whites employed by the state as of the date of this survey, 8,973 or 96.8% were hired after the Fair Employment Act was passed. Only 293 non-whites now working for the Commonwealth were hired from 1930 through 1955, a period of 25 years. 3,155 (or 34%) of the 9,266 non-whites now working for the Commonwealth were hired during 1968.

TABLE III

A. Occupational Composition of Non-White and Total Employes

The job classifications in this table are based on job definitions found in the United States Employment Service Dictionary of Occupational Titles. The professional category includes those jobs which are professional, semi-professional, managerial or technical in nature. The service category includes domestic, personal, protective and building service occupations. Foremen are included in the skilled category.

The largest group of non-white employes is the service category—3,918 of 9,266 non-whites or 42%. The clerical and sales category is next with 2,794, or 30%. Professional non-white employes total 1,629, or 17.6%. The percentage of non-white total employes in each of these categories is 16.1%, 12.2% and 5%, respectively. In comparing these figures with those from 1967, there were increases in total number of non-whites in all three of these categories, with the smallest increase reflected in the professional category.

B. Percentage of Employes in each Occupational Category

The table on Page 8 reflects the percentage of total employes in each occupational classification and the percentage of non-white employes in the same classifications.

There was a drop of approximately 1% in the number of non-whites in the professional and clerical-sales categories over that of 1967, while the service category increased ½ of 1%.

Approximately 75% of the non-white employes are found in the two categories of clerical-sales and service workers, whereas only 50% of all employes are in these two categories.

One-third of all the employes are found in the professional category, whereas only one-sixth of the non-whites are in this grouping.

Employment of non-whites in 1968, as in 1967, is still greatest in the clerical-sales and service occupations—approximately 73%.

TABLE II

Distribution of Non-Whites a/c Date of Appointment to Present Position

	Male			*Female*			*Total*		
	1966	*1967*	*1968*	*1966*	*1967*	*1968*	*1966*	*1967*	*1968*
1930	0	0	1	0	0	0	0	0	1
1936	1	0	0	0	0	0	1	0	0
1937	1	0	0	4	3	3	5	3	3
1938	1	0	0	0	0	0	1	0	0
1939	2	1	1	2	2	2	4	3	3
1940	1	2	0	0	1	0	1	3	0
1941	4	2	1	0	0	0	4	2	1
1942	5	3	4	2	2	0	7	5	4
1943	2	1	2	3	0	0	5	1	2
1944	1	5	6	6	3	4	7	8	10
1945	1	2	1	6	4	2	7	6	3
1946	7	6	4	5	5	3	12	11	7
1947	13	13	11	5	4	4	18	17	15
1948	18	18	21	23	14	7	41	32	28
1949	21	10	16	17	12	8	38	22	24
1950	21	12	6	22	9	14	43	21	20
1951	26	24	17	23	13	10	49	37	27
1952	34	20	19	29	13	17	63	33	36
1953	28	17	24	44	24	13	72	41	37
1954	39	26	17	28	15	13	67	41	30
1955	60	40	31	35	30	11	95	70	42
1956	96	95	70	100	111	91	196	206	161
1957	74	61	47	95	71	60	169	132	107
1958	83	73	65	85	70	62	168	143	127
1959	77	67	46	79	57	54	156	124	100
1960	136	116	85	252	203	163	388	319	248
1961	153	136	98	192	155	138	345	291	236
1962	156	121	94	246	173	152	402	294	246
1963	319	237	176	428	340	267	747	577	443
1964	308	250	168	484	372	295	792	622	463
1965	449	355	264	655	446	387	1,104	801	651
1966	888	564	425	1,450	956	688	2,338	1,520	1,113
1967	67	1,140	692	82	1,811	1,231	149	2,951	1,923
1968			1,314			1,841			3,155
TOTAL	3,095	3,420	3,726	4,403	4,920	5,540	7,498	8,340	9,266

TABLE III

A. Occupational Composition of Non-White and Total Employes

	Non-White			*Total*			*% Non-White of Total*		
	1966	*1967*	*1968*	*1966*	*1967*	*1968*	*1966*	*1967*	*1968*
1. *Professional, Semi-Professional, Managerial, and Technical* (accountants, engineers, registered nurses, natural scientists, librarians, clergymen, architects, teachers, technicians, inspectors, etc.)	1,318	1,545	1,629	23,156	30,753	32,599	5.7	5.0	5.0
2. *Clerical and Sales* (bookkeepers, clerks, office machine operators, physician's and dentist's assistants, stock clerks, stenographers, typists, messengers, etc.)	2,445	2,595	2,794	22,053	22,297	22,959	11.1	11.6	12.2
3. *Service–Domestic, Personal, Protective, and Building* (housekeepers, maids, cooks, stewards, barbers, guards, medical aids and assistants, custodians, correction officers, state police, elevator operators, security officers, etc.)	539	3,487	3,918	5,187	23,331	24,396	10.4	14.9	16.1

TABLE III

A. Occupational Composition of Non-White and Total Employes

	Non-White			*Total*			*% Non-White of Total*		
	1966	*1967*	*1968*	*1966*	*1967*	*1968*	*1966*	*1967*	*1968*
4. *Agricultural* (dairy workers, groundkeepers, farm managers, farm hands, florists, farm produce inspectors, poultrymen, orchardists, etc.)	0	4	7	881	677	1,051	.0	.6	.7
5. *Skilled* (mechanics, foremen, equipment operators, blacksmiths, plumbers, bakers, carpenters, laundry supervisors, maintenance repairmen, painters, masons, printers, stationary engineers and firemen, electricians, etc.)	248	229	317	7,605	8,834	10,279	3.3	2.6	3.1
6. *Semi-skilled* (semi-skilled laborers, auto mechanic helpers, assistants to skilled personnel, boiler room helpers, chaffeurs, laundry workers, etc.)	439	261	295	18,135	4,362	5,435	2.4	6.0	5.4
7. *Unskilled* (laborers, clothing room attendants, deckhands, etc.)	2,509	219	306	12,416	7,384	8,426	20.2	3.0	3.6
TOTAL	7,498	8,340	9,266	89,433	97,638	105,142	8.4	8.5	8.8

TABLE III

B. Percentage of Employes in Each Occupational Category

Category	Percent of Total Employes		Percent of Non-White Employes	
	1967	1968	1967	1968
1. Professional, Semi-Professional Managerial and Official	31.5	31.0	18.5	17.6
2. Clerical and Sales	22.8	21.8	31.1	30.1
3. Service—Domestic, Personal, Protective, and Building	23.9	23.2	41.8	42.3
4. Agricultural	.7	1.0	.1	.1
5. Skilled	9.0	9.8	2.8	3.4
6. Semi-skilled	4.5	5.2	3.1	3.2
7. Unskilled	7.6	8.0	2.6	3.3
	100.0	100.0	100.0	100.0

TABLE IV

Distribution of Money Income
Among Non-White State Employes

In 1967, a family with an annual income of $3,200 or less was considered to be in the poverty category. Although there are differences of opinion as to the exact amount, it was generally agreed that a family earning $3,553 or less in 1968 was in this same poverty grouping. Table IV indicates there were 2,892 non-whites earning less than $4,000 annually, or approximately one-third of the non-whites working for the Commonwealth.

Most of the non-whites, 2,924 or approximately one-third, are concentrated in one income bracket: $4,000 to $4,999.

The total number of non-whites earning $5,000 or more is 3,450, or approximately 37%. In each category from $5,000 through $20,000 and up, there has been an increase, except in the $7,000 to $7,999 grouping which shows one less than last year. The largest increase is reflected in the $10,000 to $14,999 category—an increase of 75 (from 136 to 211). Those earning $10,000 or more increased from 175 in 1967 to 269 in 1968, a total of 94 employes. Non-whites earning $20,000 or more increased from 5 in 1967 to 11 in 1968.

TABLE IV

Distribution of Money Income Among Non-White State Employes

Income	*Male*			*Female*			*Total*		
	1966	*1967*	*1968*	*1966*	*1967*	*1968*	*1966*	*1967*	*1968*
Under $1,000	0	1	2	0	1	5	0	2	7
$ 1,000– 1,999	8	7	48	7	7	62	15	14	110
2,000– 2,999	11	12	35	158	156	226	169	168	261
3,000– 3,999	633	607	644	1,873	1,714	1,870	2,506	2,321	2,514
4,000– 4,999	1,091	1,019	1,014	1,449	1,760	1,910	2,540	2,779	2,924
5,000– 5,999	578	740	778	438	659	741	1,016	1,399	1,519
6,000– 6,999	234	347	410	196	208	253	430	555	663
7,000– 7,999	269	299	290	177	233	241	446	532	531
8,000– 8,999	95	132	157	62	98	104	157	230	261
9,000– 9,999	73	112	129	19	53	78	92	165	207
10,000–14,999	76	109	169	23	27	42	99	136	211
15,000–19,999	23	30	40	1	4	7	24	34	47
20,000–	4	5	10	0	0	1	4	5	11
TOTAL	3,095	3,420	3,726	4,403	4,920	5,540	7,498	8,340	9,266

The following are representative of the positions held by nonwhites in the State Government in each salary category:

$20,000-
- Department Secretary
- Mental Hospital Medical Director
- President, State College
- Psychiatric Physician

$19,000-19,999
- Assistant Department Secretary
- Psychiatric Physician

$18,000-18,999
- Surgeon
- Tuberculosis Physician

$17,000-17,999
- Bureau Director

$16,000-16,999
- Accounting Executive
- Physician
- Public Health Research Director

$15,000-15,999
- Civil Engineer
- Deputy Director
- Deputy Secretary

$14,000-14,999
- Board Member
- Division Director
- Physician

$13,000-13,999
- Professor
- Psychologist

$12,000-12,999
- Accountant
- Architect
- Executive Assistant

$11,000-11,999
- Associate Professor
- Physician
- Social Worker

$10,000-10,999
- Child Welfare Services Supervisor
- Management Analyst
- Youth Development Center Director

$9,000-9,999
- Attorney
- Employment Counselor
- Microbiologist
- Occupational Therapist
- Pharmacist
- Planning Analyst

$8,000-8,999
- Assistant Professor
- Casework Supervisor
- Enforcement Officer
- Physical Therapist

$7,000-7,999
- Caseworker
- Dietician
- Duplicating Supervisor
- Employment Interviewer
- Human Relations Representative
- Parole Agent
- Psychiatric Nurse

$6,000-6,999
- Building Construction Inspector
- Carpenter
- Electrical Inspector
- Liquor Store Manager
- Maintenance Repairman
- Painter
- Plumber
- Unemployment Claims Examiner

$5,000-5,999
- Auto Mechanic
- Chaplain
- Corrections Officer
- Draftsman
- Equipment Operator
- Kitchen Supervisor
- Laboratory Technician
- Labor Foreman
- Legal Assistant
- Liquor Store Clerk
- Stationary Fireman

$4,000-4,999
- Accounting Assistant
- Baker
- Clerk Typist
- Clerk Stenographer
- Chaffeur
- Cook
- Data Recording Machine Operator
- Engineering Assistant
- Hospital Attendant
- Licensed Practical Nurse
- Machinist Helper
- Seamstress
- Security Officer

$3,000-3,999
- Clerk
- Clothing Room Attendant
- Custodial Worker
- Domestic Worker
- Food Service Worker
- Laborer
- Laundry Worker
- Messenger
- Nursing Assistant
- Stock Clerk
- Switchboard Operator
- X-Ray Assistant

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SIXTH

Survey of Non-White Employes In State Government In Pennsylvania

1969

COMMONWEALTH OF PENNSYLVANIA
Raymond P. Shafer, Governor

PENNSYLVANIA HUMAN RELATIONS COMMISSION
E. E. Smith, Chairman

PENNSYLVANIA STATE LIBRARY

SIXTH SURVEY OF NON-WHITE EMPLOYES IN STATE GOVERNMENT IN PENNSYLVANIA

In carrying out the mandates of the Pennsylvania Human Relations Act, the Pennsylvania Human Relations Commission conducts an annual survey of non-white employes in State government in Pennsylvania. The Act specifically prohibits "certain practices of discrimination because of race, color, religious creed, ancestry, age, national origin, or sex, of employers, employment agencies, labor organizations and others . . ." In an attempt to strengthen the state's policy against discrimination, the Commission has been conducting annual surveys of non-white employes in State government in Pennsylvania. This is the sixth in a line of surveys which date back to 1962, and covers the calendar year 1969. The questionnaire used in this survey to compile information concerning each non-white employe has been revised slightly to provide the Commission with a more refined breakdown of what is meant by non-white. There are four main headings under race which include the following: Negro, Oriental (Japanese, Chinese, Filipino, Korean, Polynesian, Malayan, etc.) American Indian, and Spanish Surnamed (Mexican, Puerto Rican, Cuban, and other Latin Americans of Spanish origin or ancestry).

The tables included in the Survey contain the following data:

1. Table I—Non-White and Total Employes By Agency.
2. Table II—Distribution of Non-White Employes a/c Date of Appointment to Present Position
3. Table III—A. Occupational Composition of Non-White and Total Employes
4. Table III—B. Percentage of Employes in each Occupational Category
5. Table IV—Distribution of Money Income Among Non-White State Employes
6. Representative Positions Held by Non-Whites in Each Salary Category

TABLE I

Non-White and Total Employes by Agency

There were 9,391 non-white employes working for the Commonwealth in the 34 agencies taking part in this survey. This is an increase of 125 over the total working in 1968, and 951 more than in 1967. The *total* number of employes in 1969 was 104,766, or a decrease of 376 from 1968. The pattern of a gradual increase in the percent of non-white employes to the total continues. In 1967 it was 8.5%, in 1968, 8.8% and in 1969, 9.0%.

TABLE I

Non-White and Total Employes by Agency

Agency	Non-White			Total			% Non-White of Total		
	1967	1968	1969	1967	1968	1969	1967	1968	1969
Agriculture	15	22	24	621	677	847	2.4	3.2	2.8
Auditor General	27	27	29	656	657	705	4.1	4.1	4.1
Banking	3	4	3	169	170	176	1.8	2.4	1.7
Board of Probation and Parole	54	47	47	305	331	310	17.7	14.2	15.2
Civil Service Commission	4	4	12	144	158	186	2.8	2.5	6.5
Commerce	6	10	8	115	148	159	5.2	6.8	5.0
Community Affairs	13	15	16	128	171	232	10.2	8.8	6.9
Education	342	418	429	7,849	8,705	9,792	4.4	4.8	4.6
Fish Commission	0	1	2	293	344	368	.0	.3	.5
Forests and Waters	10	13	17	1,077	2,968	1,138	.9	.4	1.5
Game Commission	3	2	3	1,101	1,101	777	.3	.2	.4
General State Authority	35	35	39	784	825	891	4.5	4.2	4.4
Health	567	564	602	3,336	2,844	2,907	17.0	19.8	20.7
Higher Education Assistance Agency	10	14	17	94	143	153	10.6	9.8	11.1
Highways	517	658	678	19,720	22,359	20,454	2.6	2.9	3.3
Historical and Museum Commission	4	15	22	245	319	318	1.6	4.7	6.9
Insurance	13	10	12	174	204	240	7.5	4.9	5.0
Internal Affairs	4	5	*0	143	78	*0	2.8	6.4	*0

Agency	Non-White			Total			% Non-White of Total		
	1967	1968	1969	1967	1968	1969	1967	1968	1969
Justice	91	111	118	2,324	2,319	2,446	3.9	4.8	4.8
Labor and Industry	645	643	638	7,001	6,684	5,363	9.2	9.6	11.9
Liquor Control Board	737	781	735	4,777	4,794	4,904	15.4	16.3	15.0
Military Affairs	26	28	34	547	558	627	4.8	5.0	5.4
Milk Marketing Board	1	1	1	82	91	80	1.2	1.1	1.3
Mines & Mineral Industries	3	4	6	367	396	472	.8	1.0	1.3
Office of Administration	8	44	61	140	341	423	5.7	12.9	14.4
Property and Supplies	346	362	352	1,713	1,826	1,964	20.2	19.8	17.9
Public Utility Commission	3	2	3	379	350	326	.8	.6	.9
Public Welfare	4,393	4,935	4,973	33,229	35,506	37,701	13.2	13.9	13.2
Revenue	364	379	378	4,389	4,455	4,495	8.3	8.5	8.4
Department of State	14	17	15	228	225	256	6.1	7.6	5.9
State Police	14	21	26	3,317	3,239	3,729	.4	.6	.7
State Public School Building Authority	4	4	4	105	101	110	3.8	4.0	3.6
State Tax Equalization Board	0	0	1	44	44	44	.0	.0	2.3
Treasury	16	23	18	360	363	340	4.4	6.3	5.3
Turnpike Commission	48	47	48	1,682	1,648	1,833	2.9	2.9	2.6
TOTAL	8,340	9,266	9,391	97,638	105,142	104,766	8.5	8.8	9.0

* The Dept. of Internal Affairs was deleted officially by Jan. 1, 1969 and its activities and personnel absorbed by other state agencies.

The Department of Health, with a total complement of 2,907, has 602 non-white employes on its roster—an increase of 38 over 1968—for a percent non-white to total employes of 20.7%. The Department has shown a gradual increase in its percentage of non-white employes to total employes for the past three years.

The Office of Administration, which includes all of the units under the Governor's Office, has shown a similar increase in percentage of non-white to total employes—5.7% in 1967, (8 non-white employed) 12.9% in 1968 (44 non-white employed) and 14.4% in 1969 (61 non-white employed). The Department of Military Affairs has also shown such an increase over the past three years—4.8% in 1967 (26 non-white employed), 5.0% in 1968 (28 non-white employed) and 5.4% in 1969 (34 non-white employed).

Although this is the first year in which there is at least one non-white employe in each agency, there are 4 agencies in which non-white employes comprise less than 1% of the total complement—Fish Commission, Game Commission, Public Utility Commission and State Police.

Of the 9,391 non-white employes working for the Commonwealth, 6,383 or approximately 68% hold civil service positions. 1,809 or 19% of the non-white employes are working in a supervisory capacity.

Non-white males (3,705) comprise 39% and non-white females (5,686) 61% of the total (9,391) non-white employes.

The racial breakdown of non-whites into finer categories is as follows:

Negro	8,915	
Spanish Surnamed	171	
Oriental	166	
American Indian	6	
Other	133	(includes, among others, Egyptian, Arabian, Iranian, Burmese, Vietnamese, Guatemalan, Pakistanian, etc.)

TABLE II

Distribution of Non-Whites a/c Date of Appointment to Present Position

In 1969, 3,600 non-white employes were added to the Commonwealth payroll. The 3,600 employes make up 38% of the 9,391 non-whites on the state roster. 2,180 are female and 1,420 male.

TABLE II

Distribution of Non-Whites a/c Date of Appointment to Present Position

	Male			*Female*			*Total*		
	1967	*1968*	*1969*	*1967*	*1968*	*1969*	*1967*	*1968*	*1969*
1930	0	1	0	0	0	0	0	1	0
1937	0	0	0	3	3	0	3	3	0
1939	1	1	0	2	2	0	3	3	0
1940	2	0	0	1	0	0	3	0	0
1941	2	1	1	0	0	0	2	1	1
1942	3	4	0	2	0	5	5	4	5
1943	1	2	2	0	0	1	1	2	3
1944	5	6	3	3	4	2	8	10	5
1945	2	1	0	4	2	1	6	3	1
1946	6	4	1	5	3	6	11	7	7
1947	13	11	7	4	4	5	17	15	12
1948	18	21	4	14	7	10	32	28	14
1949	10	16	8	12	8	7	22	24	15
1950	12	6	5	9	14	7	21	20	12
1951	24	17	8	13	10	10	37	27	18
1952	20	19	12	13	17	19	33	36	31
1953	17	24	13	24	13	21	41	37	34
1954	26	17	17	15	13	10	41	30	27
1955	40	31	27	30	11	30	70	42	57
1956	95	70	61	111	91	65	206	161	126
1957	61	47	31	71	60	45	132	107	76
1958	73	65	52	70	62	48	143	127	100
1959	67	46	39	57	54	45	124	100	84
1960	116	85	69	203	163	117	319	248	186
1961	136	98	82	155	138	101	291	236	183
1962	121	94	63	173	152	97	294	246	160
1963	237	176	124	340	267	207	577	443	331
1964	250	168	110	372	295	197	622	463	307
1965	355	264	171	446	387	247	801	651	418
1966	564	425	274	956	688	411	1,520	1,113	685
1967	1,140	692	390	1,811	1,231	589	2,951	1,923	979
1968		1,314	711		1,841	1,203		3,155	1,914
1969			1,420			2,180			3,600
TOTAL	3,417	3,726	3,705	4,919	5,540	5,686	8,336	9,266	9,391

TABLE III

A. Occupational Composition of Non-White and Total Employes

	Non-White			*Total*			*% Non-White of Total*		
	1967	*1968*	*1969*	*1967*	*1968*	*1969*	*1967*	*1968*	*1969*
1. *Professional, Semi-Professional, Managerial, and Technical* (accountants, engineers, registered nurses, natural scientists, librarians, clergymen, architects, teachers, etc.)	1,545	1,629	1,966	30,753	32,599	34,685	5.0	5.0	5.7
2. *Clerical and Sales* (clerks, office machine operators, physician's and dentist's assistants, stock clerks, stenographers, typists, messengers, etc.)	2,595	2,794	2,695	22,297	22,959	23,467	11.6	12.2	11.5
3. *Service--Domestic, Personal, Protective, and Building* (housekeepers, maids, barbers, guards, medical aids and assistants, custodians, correction officers, state police, elevator operators, etc.)	3,487	3,918	3,780	23,331	24,396	24,340	14.9	16.1	15.5

TABLE III

A. Occupational Composition of Non-White and Total Employes

	Non-White			Total			% Non-White of Total		
	1967	*1968*	*1969*	*1967*	*1968*	*1969*	*1967*	*1968*	*1969*
4. *Agricultural* (dairy workers, groundskeepers, farm managers, florists, farm produce inspectors, poultrymen, orchardists, farm workers, etc.)	4	7	15	677	1,051	905	.6	.7	1.7
5. *Skilled* (foremen, equipment operators, blacksmiths, plumbers, bakers, carpenters, maintenance repairmen, painters, masons, stationary engineers and firemen, etc.)	229	317	353	8,834	10,279	10,813	2.6	3.1	3.3
6. *Semi-skilled* (semi-skilled laborers, assistants to skilled personnel, chauffeurs, laundry workers, etc.)	261	295	364	4,362	5,435	4,510	6.0	5.4	8.1
7. *Unskilled* (laborers, clothing room attendants, highway maintenance workers, deckhands, etc.)	219	306	218	7,384	8,426	6,046	3.0	3.6	3.6
TOTAL	8,340	9,266	9,391	97,638	105,142	104,766	8.5	8.8	9.0

TABLE III

B. Percentage of Employes in Each Occupational Category

Category	*Percent of Total Employes*			*Percent of Non-White Employes*		
	1967	*1968*	*1969*	*1967*	*1968*	*1969*
1. Professional, Semi-Professional, Managerial and Technical	31.5	31.0	33.1	18.5	17.6	20.9
2. Clerical and Sales	22.8	21.8	22.4	31.1	30.1	28.7
3. Service—Domestic, Personal, Protective, and Building	23.9	23.2	23.2	41.8	42.3	40.2
4. Agricultural	23.9	1.0	.9	.1	.1	.2
5. Skilled	9.0	9.8	10.3	2.8	3.4	3.8
6. Semi-skilled	4.5	5.2	4.3	3.1	3.2	3.9
7. Unskilled	7.6	8.0	5.8	2.6	3.3	2.3
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0

TABLE IV

Distribution of Money Income Among Non-White State Employes

Income	*Male*			*Female*			*Total*		
	1967	*1968*	*1969*	*1967*	*1968*	*1969*	*1967*	*1968*	*1969*
Under $1,000	1	2	0	1	5	0	2	7	0
$ 1,000– 1,999	7	48	6	7	62	11	14	110	17
2,000– 2,999	12	35	10	156	226	97	168	261	107
3,000– 3,999	607	644	41	1,714	1,870	200	2,321	2,514	241
4,000– 4,999	1,019	1,014	612	1,760	1,910	1,754	2,779	2,924	2,366
5,000– 5,999	740	778	1,020	659	741	2,053	1,399	1,519	3,073
6,000– 6,999	347	410	635	208	253	703	555	663	1,338
7,000– 7,999	299	290	391	233	241	357	532	531	748
8,000– 8,999	132	157	226	98	104	179	230	261	405
9,000– 9,999	112	129	259	53	78	175	165	207	434
10,000–14,999	109	169	399	27	42	130	136	211	529
15,000–19,999	30	40	72	4	7	18	34	47	90
20,000–	5	10	34	0	1	9	5	11	43
TOTAL	3,420	3,726	3,705	4,920	5,540	5,686	8,340	9,266	9,391

TABLE III

A. Occupational Composition of Non-White and Total Employes

As in last year's survey, the service category includes the largest number of non-white employes, 3,780, or 40%. The next largest group is the clerical and sales category where 2,695 or 29% are included. The professional and managerial group is third, 1,966 of 9,391, or 21%, with the remaining 950, or 10%, scattered throughout the agricultural, skilled, semi-skilled and unskilled groupings. The smallest number of non-whites, 15, are found in the agricultural worker category where farm workers of all kinds, groundskeepers, poultrymen, and orchardists, among others, are included.

B. Percentage of Employes in Each Occupational Category

There was a drop of 2.1% in the service category over last year—42.3% in 1968, 40.2% in 1969. This was also true of the clerical and sales category—a drop from 30.1% to 28.7% or 1.4%. On the other hand, the professional and managerial category showed a percentage increase in 1969 of 3.3% over that of 1968—17.6% in 1968 and 20.9% in 1969. The remaining categories showed slight increases—less than 1%, except the unskilled category which dropped 1% from 1968.

TABLE IV

Distribution of Money Income Among Non-White State Employes

According to the United States Department of Labor, Bureau of Research and Statistics, poverty income levels have been re-defined. The basic poverty income for a family of 4 was raised from $3,335 to $3,600 in the city, and from $2,300 to $3,000 on the farm.

In 1969 there were 365 non-white employes (57 male, 308 female) who earned less than $4,000 a year, or approximately 4% of the 9,391 non-white employes working for the Commonwealth. Most of the non-whites, (3,073 or 33%) were in the $5,000 to $5,999 income bracket. In 1968 this same percentage was concentrated in the $4,000 to $4,999 income bracket.

With the exception of the $7,000 to $7,999 and the $20,000 and over brackets, there are approximately twice as many non-whites this year as there were last year in each income bracket starting with the $5,000-$5,999 group. The $20,000 and over category increased approximately fourfold. There have been dramatic drops in the numbers of non-whites earning less than $5,000, particularly the $3,000 to $3,999 group, which dropped from 2,514 in 1968 to 241 in 1969.

The following are representative of the positions held by non-whites in the State Government in each salary category:

$20,000–
- Director of Public Health Research and Biostatistics
- Ophthalmologist
- Public Health Physician
- State College President

$19,000–19,999
- Professor
- Psychiatric Physician
- Surgeon

$18,000–18,999
- Dentist
- Deputy Secretary
- Physician

$17,000–17,999
- Agency Director for Field Services
- Civil Engineer
- Human Relations Director

$16,000–16,999
- Accounting Executive
- Associate Professor
- Educational Research Associate
- Medical Research Scientist
- Psychologist

$15,000–16,999
- Executive Assistant
- Human Relations Deputy
- Public Health Executive

$14,000–14,999
- Administrative Officer
- Language Education Advisor
- Personnel Analyst
- Public Health Behavioral Scientist

$13,000–13,999
- Child Welfare Specialist
- Education Taxes Administrator
- Employment Security Executive
- Employment Security Manager
- Higher Education Associate
- Planning Analyst

$12,000–12,999
- Building Maintenance Supervisor
- Economic Development Supervisor
- Management Analyst
- Minority Groups Representative
- Public Health Nursing Consultant
- Social Worker

$11,000–11,999
- Air Pollution Control Engineer
- Assistant Professor
- Computer Systems Analyst
- Corporation Tax Officer
- Nurse
- Sanitarian

$10,000–10,999
- Employment Counselor
- Highway Planner
- Institutional Business Manager
- Microbiologist
- Sanitary Engineer
- Water Pollution Control Specialist

$9,000–9,999
- Architect
- Construction Inspector Supervisor
- Economic Development Specialist
- Parasitologist
- Personnel Officer Instructor

$8,000–8,999
- Budget Analyst
- Caseworker
- Chemist
- Planning Analyst
- Surplus Property Officer

$7,000–7,999
- Employment Interviewer
- Liquor Store Manager
- Meat Inspector
- Public Health Program Representative
- State Police Trooper

$6,000–6,999
- Administrative Assistant
- Computer Programmer
- Kitchen Supervisor
- Nurse
- Painter

$5,000–5,999
- Equipment Operator
- Executive Chauffeur
- Licensed Practical Nurse
- Security Officer
- Semi-Skilled Laborer

$4,000–4,999
- Clerk
- Domestic Worker
- Groundskeeper
- Messenger
- Tourist Guide

$3,000–3,999
- Clerk Trainee

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